

Kathryn M. Kincaid

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Education

- PhD, Psychology** 2026
University of Alberta, Edmonton, Alberta
Thesis: *Social identity complexity, uncertainty, and support for non-democratic strong leaders*
- MS, Psychology** 2022
University of Alberta, Edmonton, Alberta
Thesis: *Uncertainty-evoking leader rhetoric and support for unexpected leaders*
- BA, Psychology, Education, Spanish, summa cum laude** 2017
Butler University, Indianapolis, Indiana

Academic Appointments

- Assistant Professor of Psychology** 2026 - Present
Claremont Graduate University, Claremont, California

Grants & Awards

Research Grants & Awards

1. Killam Research Fund Research Cornerstone Grant, University of Alberta (\$23,070 CAD) (2025)
Rast, D.E III (PI), Nash, K., Gaffney, A., & **Kincaid, K.** *Navigating uncertainty: The neuroscience behind support for autocratic leadership*
2. Society for the Psychological Study of Social Issues (SPSSI) Grants-in-Aid (\$1,000) (2025)
Kincaid, K. (PI), & Rast, D.E. III. *Uncertainty and the allure of strong leaders: Social identity complexity as a tool for democratic resilience*
3. Society for Personality and Social Psychology Outstanding Research Award (\$100) (2024)
Kincaid, K. & Rast, D.E. III. *Uncertainty, social identity complexity, and support for non-democratic leadership*
4. Co-operative Education and Work-Integrated Learning Canada Research Grant (\$10,000 CAD) (2023) **Kincaid, K.** (PI), & Peacock, D. *Exploring barriers to community service-learning for under-represented students: A mixed-methods study to improve access and inclusion*

Other Honours & Awards

1. Canadian Psychological Association Certificate of Academic Excellence for Best Doctoral Dissertation (2026)
2. Best Talk, Joseph R. Royce Research Conference Awards (2026)

3. University of Alberta Nicoladis Undergraduate Teaching Award (2026)
4. Graduate Students' Association Principal Instructor Teaching Award (\$1,000 CAD) (2026)
5. University of Alberta Graduate Student Teaching Award (2025)
6. University of Alberta Nicoladis Undergraduate Teaching Award (2025)
7. Graduate Students' Association Principal Instructor Teaching Award (\$1,000 CAD) (2025)
8. Edgar Lee Yeager Most Outstanding Psychology Student, Butler University (2017)
9. Stuart Research Fellowship, Butler University (\$1,000) (2016)
10. Undergraduate Research Program Fellow, Butler University (\$2,500) (2016)
11. Phi Beta Kappa (2016)

Publications

Anjewierden, B., **Kincaid, K.**, Gaffney, A. M., & Rast, D. E. III (2026). Uncertainty and social identity. In K. Vail, D. Van Tongeren, B. Schlegel, J. Greenberg, L. King, & R. Ryan (Eds.), *Handbook of the Science of Existential Psychology*.

Kincaid, K., Ma, A., Rast, D. E. III, Gaffney, A. (2025). One of us: Autocratic leadership undermines leader support less when leader and follower are politically aligned. *Journal of Applied Social Psychology*. <https://doi.org/10.1111/jasp.70024>

Kincaid, K. M., Ma, A. C., Rast III, D. E., & Hogg, M. A. (2024). That's my autocrat: Self-uncertainty elevates support for autocratic leadership during Canada's Freedom Convoy. *Analyses of Social Issues and Public Policy*. <https://doi.org/10.1111/asap.12414>

Ouyang, Y., **Kincaid, K. M.**, Rast, D. E. III, Gaffney, A. M., & Hogg, M. A. (2024). Incumbency and uncertainty: When prototypical leaders lose their advantage. *Journal of Social Psychology*. <https://doi.org/10.1080/00224545.2024.2325420>

Kincaid, K. & Rast, D. E. III (2023). Social identity theory. In G. R. Goethals, S. T. Allison, & G. J. Sorenson (Eds.), *Encyclopedia of Leadership Studies* (2nd ed.) SAGE. <https://doi.org/10.4135/9781071840801.n269>

Kincaid, K. & Rast, D. E. III (2019). Hogg, Michael A. In V. Zeigler-Hill & T. K Shackelford (Eds.) *Encyclopedia of Personality and Individual Differences*. Springer. https://doi.org/10.1007/978-3-319-28099-8_1756-1

Manuscripts under Review

Kincaid, K., Ali, M., & Rast, D.E. III (revise and resubmit). Low social identity complexity amplifies the wish for a strong leader in response to uncertainty. *Group Processes and Intergroup Relations*.

Manuscripts in Preparation

Kincaid, K., Cottrell-Callbeck, S., & Rast, D.E. III (in preparation). Finding common ground: Partisan cross-pressures reduce affective political polarization under uncertainty.

Kincaid, K., Rast, D.E. III (in preparation). Using uncertainty strategically: Group identification moderates the effect of uncertainty-evoking rhetoric on support for non-prototypical leaders.

Kincaid, K., Patterson, A, Rast, D.E. III. (in preparation). Validating text-based experimental primes: A scalable framework for assessing experimental prime effectiveness using natural language processing.

Technical Reports

Kincaid, K., Peacock, D. (2022) 2021-2022 Community Service-Learning (CSL) Evaluation Report.

Arreola, I. Geier, C., & **Kincaid, K.** (2019) Social-emotional learning: A foundation for success in school and life: An issue brief. *Indiana Youth Institute*.

Kincaid, K., Geier, C., & Arreola, I. (2018). 2018 Indiana KIDS COUNT data book: A profile of child well-being. *Indiana Youth Institute*.

Kincaid, K., Poletika, M., & Geier, C. (2017). Youth employment: An issue brief. *Indiana Youth Institute*.

Talks

Kincaid, K. (2026, March) *The appeal of the strongman: How shared identity, uncertainty, and identity complexity shape leadership preferences*. University of Alberta Psychology Seminar Series. Edmonton, AB.

Kincaid, K. (2025, January) *Explaining support for autocratic leadership: Uncertainty, identity alignment, and social identity complexity*. Carleton University Betterment Labs.

Kincaid, K. (2024, October). *Barriers to community service-learning participation for equity-deserving students: Bridging the gap between potential and participation*. University of Alberta Community Service-Learning Instructor Workshop. Edmonton, AB.

Kincaid, K. (2023, September). *Measuring student equity in experiential learning: A UAlberta case study in accessible CSL/CEL*. Community Campus Engage Canada Community Engagement Professionals Peer Network.

Kincaid, K. (2023, May). *CSL learning outcomes for equity deserving students*. Invited talk at CSL'apalooza: Not your typical academic conference. Edmonton, AB.

Kincaid, K. & Peacock, D. (2022, October). *CSL student learning outcomes: Promising signs for equity-deserving students*. Invited talk at University of Alberta Community Service-learning Instructor Workshop. Edmonton, AB.

Conference Presentations

*Purmanan, D. & **Kincaid, K.** (2026, February). *Insecurity and authority: The role of self-esteem in autocratic leadership support*. Poster presented at the 27th annual conference of the Society for Personality and Social Psychology (SPSP). Chicago, IL.

*Cottrell-Callbeck, S. & **Kincaid, K.** (2026, February). *Supporting autocracy: The impact of ingroup status on leadership preference*. Poster presented at the 27th annual conference of the Society for Personality and Social Psychology (SPSP). Chicago, IL.

*Neumann, E., *Ali, M., & **Kincaid, K.** (2026, February). *Uncertainty predicts wish for a strong leader*. Poster presented at the 27th annual conference of the Society for Personality and Social Psychology (SPSP). Chicago, IL.

Kincaid, K. (2025, October). *Explainable AI: Using machine learning to model autocratic leader support from large-scale survey data*. Poster presented at the University of Alberta's Faculty of Science Artificial Intelligence (AI) Day. Edmonton, AB.

Kincaid, K. (2025, February). *Group preferences under uncertainty: Social identity complexity mitigates the desire for group entitativity*. Poster presented at the 26th annual conference of the Society for Personality and Social Psychology (SPSP). Denver, CO.

Kincaid, K. (2025, February). *One of us: Autocratic leadership undermines leader support less when leader and follower are politically aligned*. Poster presented at the Political Psychology preconference at the 26th annual conference of the Society for Personality and Social Psychology (SPSP). Denver, CO.

Kincaid, K. & *Dhamija, C. (2024, June). *Barriers to community service-learning participation for equity-deserving students: Bridging the gap between potential and participation*. Oral presentation at the annual conference of Co-operative Education and Work-Integrated Learning Canada (CEWIL Canada). Calgary, AB.

Kincaid, K., & Rast, D. E. III (2024, June). *Social identity complexity moderates the effects of national identity uncertainty on support for a national leader*. Poster presented at the Social Identity Small Group Meeting. Canterbury, UK.

Kincaid, K., Ma, A., & Rast, D. E. III (2024, February). *That's my autocrat: Uncertainty elevates support for autocratic leadership during Canada's Freedom Convoy*. Poster presented at the 25th annual conference of the Society for Personality and Social Psychology (SPSP). San Diego, CA.

Kincaid, K. (2023, June). *Exploring community service-learning outcomes for equity-deserving students*. Oral presentation at the annual conference of Co-operative Education and Work-Integrated Learning Canada (CEWIL Canada). Halifax, NS.

Kincaid, K., Ma, A., & Rast, D. E. III (2023, April). *Uncertainty predicts support for autocratic leadership and expanded government powers: Evidence from the 2022 Freedom Convoy protests in Canada*. Oral presentation at the Royce-Harder Conference. Edmonton, AB.

*Barrett, A., **Kincaid, K.,** & Rast, D. E. III (2023, April). *The effects of social identity complexity and uncertainty on leadership support*. Poster presented at the Royce-Harder Conference. Edmonton, AB.

Kincaid, K., Ma, A., Rast, D. E. III, & Gaffney, A. (2023, February). *When autocratic leaders become an option: Political orientation alignment weakens preference for democratic leadership*. Poster presented at the 24th annual conference of the Society for Personality and Social Psychology (SPSP). Atlanta, GA.

Kincaid, K., & Peacock, D. (2022, June). *Student Equity Award: A model for supporting students from equity deserving backgrounds and recognizing their impact in the community*. Oral presentation at the annual conference of Co-operative Education and Work-Integrated Learning Canada (CEWIL Canada). Halifax, NS.

Kincaid, K., Ma, A., & Rast, D. E. III (2022, February). *Shifting leadership preferences: Concern for covid-19 and desire for strong leadership*. Poster presented at the 23rd annual conference of the Society for Personality and Social Psychology (SPSP). San Francisco, CA.

*Blumhagen, J., **Kincaid, K.,** Ouyang, Y., & Rast, D. E. III (2022, February). *Appraising uncertainty as threat or challenge differentially motivates group identification*. Poster presented at the 23rd annual conference of the Society for Personality and Social Psychology (SPSP). San Francisco, CA.

*Barrett, A., **Kincaid, K.,** & Rast, D. E. III (2022, February). *Uncertainty and leadership rhetoric*. Poster presented at the Group Processes and Intergroup Relations preconference at the 23rd annual conference of the Society for Personality and Social Psychology (SPSP).

Kincaid, K., Ma, A., Conso, M., Estrada, D., Reynolds, H., Gaffney, A., & Rast, D. E. III (2021, February). *That's my autocrat: Does concern for COVID-19 inoculate autocratic ingroup leaders?* Poster presented at the 22nd annual conference of the Society for Personality and Social Psychology (SPSP).

Ouyang, Y., **Kincaid, K.,** Rast, D. E. III, & M. A. Hogg. (2021, February). *How we deal with uncertainty: The effects of challenge and threat states on group attitudes*. Poster presented at the 22nd annual conference of the Society for Personality and Social Psychology (SPSP).

*Blumhagen, J., **Kincaid, K.,** & Rast, D. E. III (2021, February). *Is uncertainty a threat or a challenge? Effects on group identification*. Poster presented at the 22nd annual conference of the Society for Personality and Social Psychology (SPSP).

Ouyang, Y., **Kincaid, K.,** & Rast, D. E. III. (2021, February). *When uncertainty influences us differently: The moderating role of the threat state on group identification*. Poster presented at the Group Processes and Intergroup Relations preconference at the 22nd annual conference of the Society for Personality and Social Psychology (SPSP).

Kincaid, K., Sherburne, B., & Rast, D.E. III (2020, June). *Fueling the Dark Side of Leadership and Power*. Symposium accepted for the 19th general meeting of the European Association of Social Psychology (EASP). [Conference cancelled]

Ouyang, Y., **Kincaid, K.**, Rast, D. E. III, & Gaffney, M. A. (2020, June). *Female leadership in times of uncertainty: the role of group identification and perceived leader prototypicality*. Blitz presentation accepted for the 19th general meeting of the European Association of Social Psychology (EASP). [Conference cancelled]

*Mimović, A., *Blumhagen, J., **Kincaid, K.**, & Rast, D. E. III (2020, February). *Using uncertainty strategically: When leaders who are non-prototypical group members can gain support*. Poster presented at the Group Processes and Intergroup Relations preconference at the 21st annual conference of the Society for Personality and Social Psychology (SPSP). New Orleans, LA.

Ouyang, Y., **Kincaid, K.**, Rast, D. E. III, & *Warner, L. (2020, February). *Female leadership in times of uncertainty: the roles of group identification and perceived leader prototypicality*. Poster presented at the Group Processes and Intergroup Relations preconference at the 21st annual conference of the Society for Personality and Social Psychology (SPSP). New Orleans, LA.

Kincaid, K. & Rast, D. E. III (2020, February). *Uncertainty-evoking leader rhetoric and support for autocratic leadership*. Poster presented at the 21st annual conference of the Society for Personality and Social Psychology (SPSP). New Orleans, LA.

Ouyang, Y., **Kincaid, K.**, Rast, D. E. III, & *Khan, A. (2020, February). *When Group Matters: The Impact of Uncertainty on Women's and Men's Support for Female Leaders*. Poster presented at the 21st annual conference of the Society for Personality and Social Psychology (SPSP). New Orleans, LA.

Kincaid, K. & Rast, D. E. III (2019, April). *Uncertainty-evoking leader rhetoric and support for non-prototypical leadership*. Oral presentation at the 99th annual conference of the Western Psychological Association (WPA). Pasadena, CA.

*Khan, A., Ouyang, Y., **Kincaid, K.**, & Rast, D. E. III. (2019, April). *When female leaders gain support: Leadership in times of crisis*. Poster presented at the Royce-Harder Conference, Edmonton, AB.

Kincaid, K. & Rast, D. E. III (2019, April). *Uncertainty-evoking leader rhetoric*. Talk at the Royce-Harder Conference. Edmonton, AB.

*denotes undergraduate student mentee

Teaching Experience

Claremont Graduate University

September 2026 - Present

Claremont, California

- PSYCH 318 Overview of Social Psychology (Fall 2026)

University of Alberta

September 2024 - April 2026

Edmonton, Alberta

- PSYCH 349 Theories of Leadership (Spring 2026)
- PSYCH 347 Interpersonal Relationships (Spring 2026)

- PSYCH 342 Social Influence (Fall 2025; Fall 2024)
- PSYCH 305 Special Topics in Psychology: Political Psychology (Spring 2025)

Graduate Teaching Assistant

September 2018 - April 2021

University of Alberta, Edmonton, Alberta

- PSYCH 405/505 Group Processes and Intergroup Relations
- PSYCH 405/505 Psychology of Immigration
- PSYCH 447/505 Self and Identity
- PSYCH 496/498 Individual Research Methods Tutorial
- PSYCH 453 Social Neuroscience
- PSYCH 305 Organizational Psychology
- PSYCH 305 Theories of Leadership
- PSYCH 212 Introduction to Research Methods in Psychology
- PSYCH 105 Individual and Social Behaviour

Undergraduate Teaching Assistant

September 2015 - May 2017

Butler University, Indianapolis, Indiana

- PS 310 Advanced Statistics in Psychology (3 semesters)
- ED 241 Developmental Theory & Application in Education

Industry & Applied Research Experience

Evaluation Coordinator, Community Service-Learning

September 2021 - June 2024

University of Alberta, Edmonton, Alberta

- Led community-engaged mixed-methods evaluation for the university-wide community service-learning program. Secured \$10,000 CAD in external funding to conduct research on barriers to experiential learning for equity-deserving students.

Data and Research Manager (permanent, full-time)

November 2017 - August 2018

Indiana Youth Institute, Indianapolis, Indiana

- Authored issue briefs, which summarized academic research on youth development for both public policymakers and youth-service practitioners. Taught professional development workshops on applied data analysis and provided data analysis and evaluation support services to nonprofit organizations.

Data and Research Analyst (permanent, full-time)

January 2017 - November 2017

Indiana Youth Institute, Indianapolis, Indiana

- Managed and aggregated data for a public-facing database on childhood well-being, integrating over 115 unique, large-scale data sources from nonprofit community organizations and governmental agencies (e.g., U.S. Census Bureau, CDC). Created interactive data visualizations to communicate key findings to public policymakers and youth-service practitioners. Authored the annual *Kids Count* data book, compiling and visualizing secondary data from large-scale national- and state-level surveys.

Mentorship

University of Alberta

Edmonton, Alberta

- Saraiah Cottrell (BA Psychology, 2026) Thesis: *Political identity alignment and support for autocratic leaders*
- Dhanika Porman (BA Psychology, 2026) Thesis: *Self-esteem, uncertainty, and support for autocratic leaders*
- Alexandria Barrett (BA Psychology, 2023) Thesis: *Ingroup status and support for autocratic leaders*
- Anastassija Mimović (BA Psychology, 2020) Thesis: *When leaders who are non-prototypical group members can garner support: Uncertainty-evoking rhetoric*
- Jenna Blumhagen (BA Psychology, 2020) Thesis: *Identification with groups engaging in risky behavior: The role of experiencing uncertainty as a challenge or threat*

Service

Ad Hoc Journal Reviewer

September 2021 - Present

Self & Identity

Journal of Applied Social Psychology

Analyses of Social Issues and Public Policy

Royce-Harder Conference Poster Judge

April 2019 - April 2026

University of Alberta, Edmonton, Alberta

AI for Good Alberta - Data Science Volunteer

January 2019 – January 2020

University of Alberta, Edmonton, Alberta

- Collaborated with local nonprofit organizations to design data analysis projects and create interactive dashboards to help organizations understand and make use of their data to inform decision-making

President, Psi Chi Campus Chapter

August 2016 - May 2017

Butler University, Indianapolis, Indiana

Campus Representative

August 2016 - May 2017

Association for Psychological Science Student Caucus

Student Reviewer

August 2016 - May 2017

Association for Psychological Science

Professional Affiliations

Society for the Psychological Study of Social Issues

Society for Personality and Social Psychology

Canadian Psychological Association